

Excellence in Achievement Award
Bonneville School District 93
Lincoln Alternative High School 2013-2014 Differential Pay Plan

Describe Group of Certified, Building-Based Employees

Secondary Teachers: School wide Plan for grades 9 – 12

Differential Pay Allocation for secondary school certified staff bonuses will be calculated at 90% of the total of funds remaining after the Classified Excellence in Achievement Award – Differential Pay has been deducted.

The remaining 10% of Differential Pay Allocation of the total funds remaining (after the Classified Excellence in Achievement Award has been deducted) will be set aside for PLC Common Core Professional Development.

Resource Room Teachers, Counselors, Principal, and Assistant Principals will receive the same as certificated staff in the building.

- Achievement scores of the students considered full-time will be used to calculate the Excellence in Achievement Award – Differential Pay allocation. Students must be enrolled in 10 of 13 blocks in order to be considered full-time.

Measurement for Grade 9 – 12 Student Growth will be based on the following:
(Local Student Achievement Measures and Goals from Section 33-1004J, Idaho Code)

- College Readiness on individual components of the Compass
- Credits Earned/Credits Attempted
- Renaissance Star Reading Average Percentile
 - Average will be determined by comparing fall 2013 to spring 2014 scores
- Renaissance Star Mathematics Average Percentile
 - Average will be determined by comparing fall 2013 to spring 2014 scores

Excellence in Achievement Award - Differential Pay Provision Plan

- 1) Differential Pay which is not allocated to teachers at an individual school will be allotted to that school to be used for PLC determined Idaho Common Core professional development.
- 2) Differential Pay will be distributed in November 2014.
- 3) Full-Time Classified Employees will earn an Excellence in Achievement Award. It will be calculated based on the following criteria:
 - a. Attendance
 - b. Unused Sick Leave Days
 - c. Based on the 164 schools days starting September 12, 2013 and ending June 5, 2014.
 - d. Continuous employment during the 2013-2014 school year.
 - e. Classified staff employed after the September 12, 2013 start date will receive a portion of Differential Pay based on 10% increments of the year worked.
 - f. Use of Personal Leave and Vacation Leave will not be used to determine award.
 - g. Differential Pay which is not earned by classified staff will be allotted to the District to be used for PLC determined Idaho Common Core professional development.

Excellence in Achievement Award Breakdown for Full-Time Classified Employees

Sick Leave Days Used	Amount Awarded
One (1) or fewer sick days used	\$150
Two (2) sick days used	\$100
Three (3) sick days used	\$50

- 4) Part-Time Classified Employees will earn an Excellence in Achievement Award. It will be calculated based on the following criteria:
 - a. Attendance
 - b. Based on the 164 schools days starting September 12, 2013 and ending June 5, 2014.
 - c. Continuous employment during the 2013-2014 school year.
 - d. Classified staff employed after the September 12, 2013 start date will receive a portion of Differential Pay based on 10% increments of the year worked.
 - e. Differential Pay which is not earned by classified staff will be allotted to the District to be used for PLC determined Idaho Common Core professional development.

Excellence in Achievement Award – Differential Pay Breakdown for Part-Time Classified Employees

Leave Days Used	Amount Awarded
One (1) or fewer leave days used	\$75
Two (2) leave days used	\$50
Three (3) leave days used	\$25

- 5) For certificated employees assigned more than one (1) school, Differential Pay shall be earned pro rata, based on the percentage of the employee's time assigned to each school at the time that students take their spring tests.
- 6) For part-time certificated employees, Differential Pay shall be earned pro rata, based on such employee's full-time equivalency status (refer to Idaho Code 33-1004I(vi)).
- 7) Certified employees who fulfill their contract with the District and Classified employees who fulfill the Excellence in Achievement Award criteria and terminate or retire at the end of the 2013-2014 school year, will receive their portion of Differential Pay. Their portion will be mailed to the address the District has on file.
- 8) Long term substitutes for certified staff:
 - a. Teachers needing a long term substitute will receive Differential Pay based on 10% increments of year worked (rounded to the nearest whole number).
 - b. Long term substitutes will also be compensated based on 10% increments of year worked (rounded to the nearest whole number).
- 9) An employee terminated for cause will not receive any portion of Differential Pay.

Excellence in Achievement Award - Differential Pay Breakdown

(90% of remaining apportionment to be used for Excellence in Achievement Award)

Award will be based on the best five (5) of the six (6) Achievement Goals.

Achievement Goals	Grades	Met Standard	Percentage of Students meeting standard	Excellence in Achievement Award Percentage Earned	Percentage of School wide Excellence in Achievement Award
College Readiness: Compass Scores Writing	11	20	≥ 40% 35% - 39.9% 30% - 34.9% 25% - 29.9% 20% - 24.9%	100% 90% 80% 70% 60%	20%
Compass Scores Reading	11	55	≥ 40% 35% - 39.9% 30% - 34.9% 25% - 29.9% 20% - 24.9%	100% 90% 80% 70% 60%	20%
Compass Scores Math/Algebra	11	25	≥ 40% 35% - 39.9% 30% - 34.9% 25% - 29.9% 20% - 24.9%	100% 90% 80% 70% 60%	20%
Credits Earned/Attempted	9 – 12		≥ 77% 72% - 76.9% 67% - 71.9% 62% - 66.9% 57% - 61.9%	100% 90% 80% 70% 60%	20%

Achievement Goals:	Grades	Met Standard	Excellence in Achievement Award Percentage Earned	Percentage of School wide Excellence in Achievement Award
Star Reading Average Achievement Percentile Fall 2013 to Spring 2014 Scores	9 – 12	<p>≥ 30 Avg OR ≥ 1 percentile point increase in average scores</p> <p>≥25 Avg OR ≥ 0.5 percentile point increase in average scores</p>	<p>100%</p> <p>50%</p>	20%
Star Math Average Achievement Percentile Fall 2013 to Spring 2014 Scores	9 – 12	<p>≥ 30 Avg OR ≥ 1 percentile point increase in average scores</p> <p>≥25 Avg OR ≥ 0.5 percentile point increase in average scores</p>	<p>100%</p> <p>50%</p>	20%